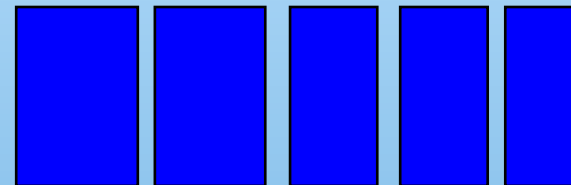



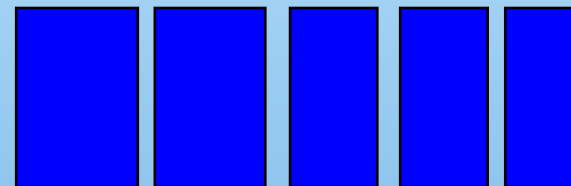


























































Grading Criteria



Category			
Manning	<89%	90% - 94%	95% & Above
Recruiting Pct of Goal	<89%	90% - 94%	95% & Above
Advancements Verses TAFMS ALNAV Flow Pts	>18 Months	7-17 Months	≤6 Months
Shore Billet Quality Pct In Rate Shore Billets	<74%	75% - 84%	85% & Above
Sea Shore Rotation (E5 - E9)	>48 Months	42-48 Months	36-39 Months
Reenlistments Pct Difference vs Goal	>10%	6-10%	≤ 5%
Attrition (Zone A) (Zones B & C)	>10% (>5%)	6-10% (3-5%)	≤ 5% (≤ 2%)
SRB	NAVADMIN published annually with current rates and zones. <i>Latest: NAVADMIN 159/03 (June 03)</i>		
EB/NCF/LRP	Used as recruiting tool to attain assessment goals in specific ratings. <i>Latest: EB GENADMIN 022039Z Oct 03 / NCF-LRP DTG282149Z Feb 03</i>		
Sea/Shore Rotation	Based on Ratio of Sea to Shore Billets. Updated every 18 months. <i>Latest: NAVADMIN 341/01 (Dec 01)</i>		
Striker/Entry Opportunity	Obtained from Career Reenlistment Objectives (CREO)/Rating Entry for General Apprentices (REGO) NAVADMIN <i>Latest: NAVADMIN 317/03 (Dec 03)</i>		
Priority Rating	Priority Ratings list is the CNRC "Hot List" of critically undermanned ratings as determined by OPNAV N1.		
Perform to Serve (PTS)	A Force shaping tool by leveling rating manning from overmanned to undermanned rates. <i>Latest: NAVADMIN 316/03 DTG101135Z (Dec 03)</i>		

People Metrics - Enlisted (May 2004 Data)



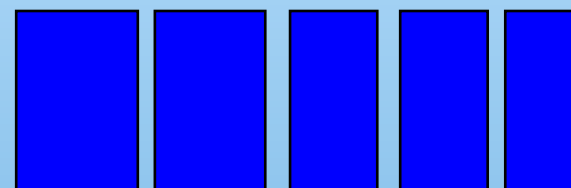
Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS								
CS (SS)								
DK								
PC								
SH								
SK								
SK (SS)								

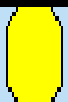

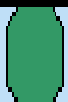
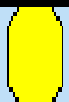

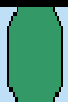


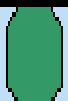

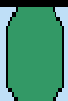
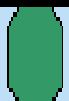

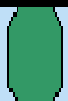










09/02/16

People Metrics - FTS

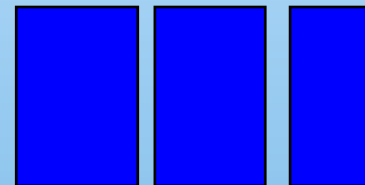
Enlisted

(May 2004 Data)

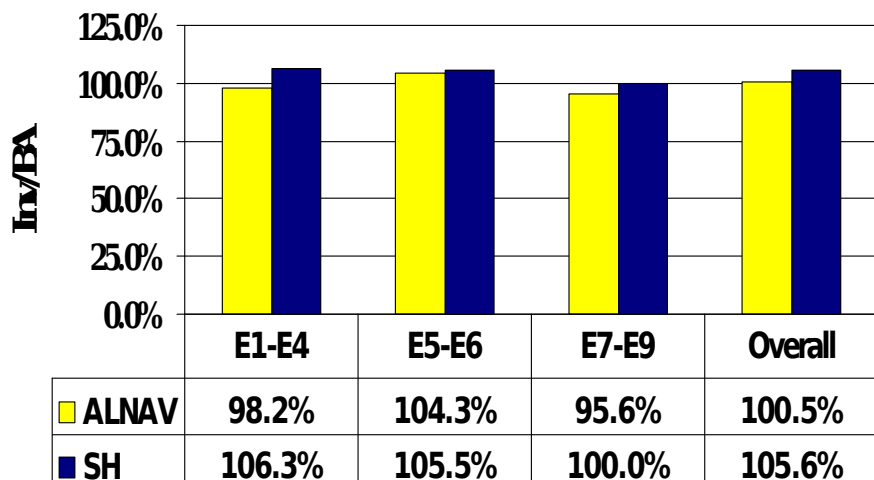


Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS FTS								
DK FTS								
SK FTS								

SH Rating Profile



SH (BA) Manning



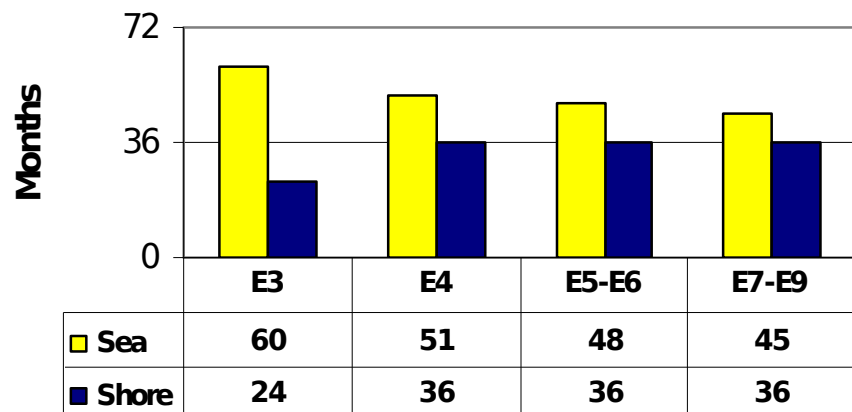
Overall Rating Grade



Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

SH Sea/Shore Rotation



	Yes	No
SRB		✓
EB	✓	
Priority Rating		✓
Striker/Entry Opportunity	Approval Required	
Perform to Serve (PTS)	✓	

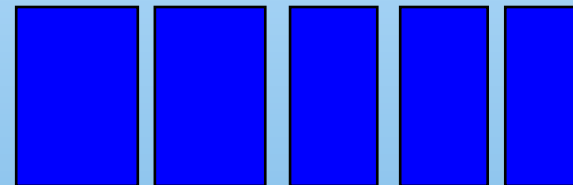
EB
Oct-Sep \$2K



SH Inventory Distribution

(by

length of service)



Manning Summary

- EPA: 2781 BA: 2762 INV: 2916

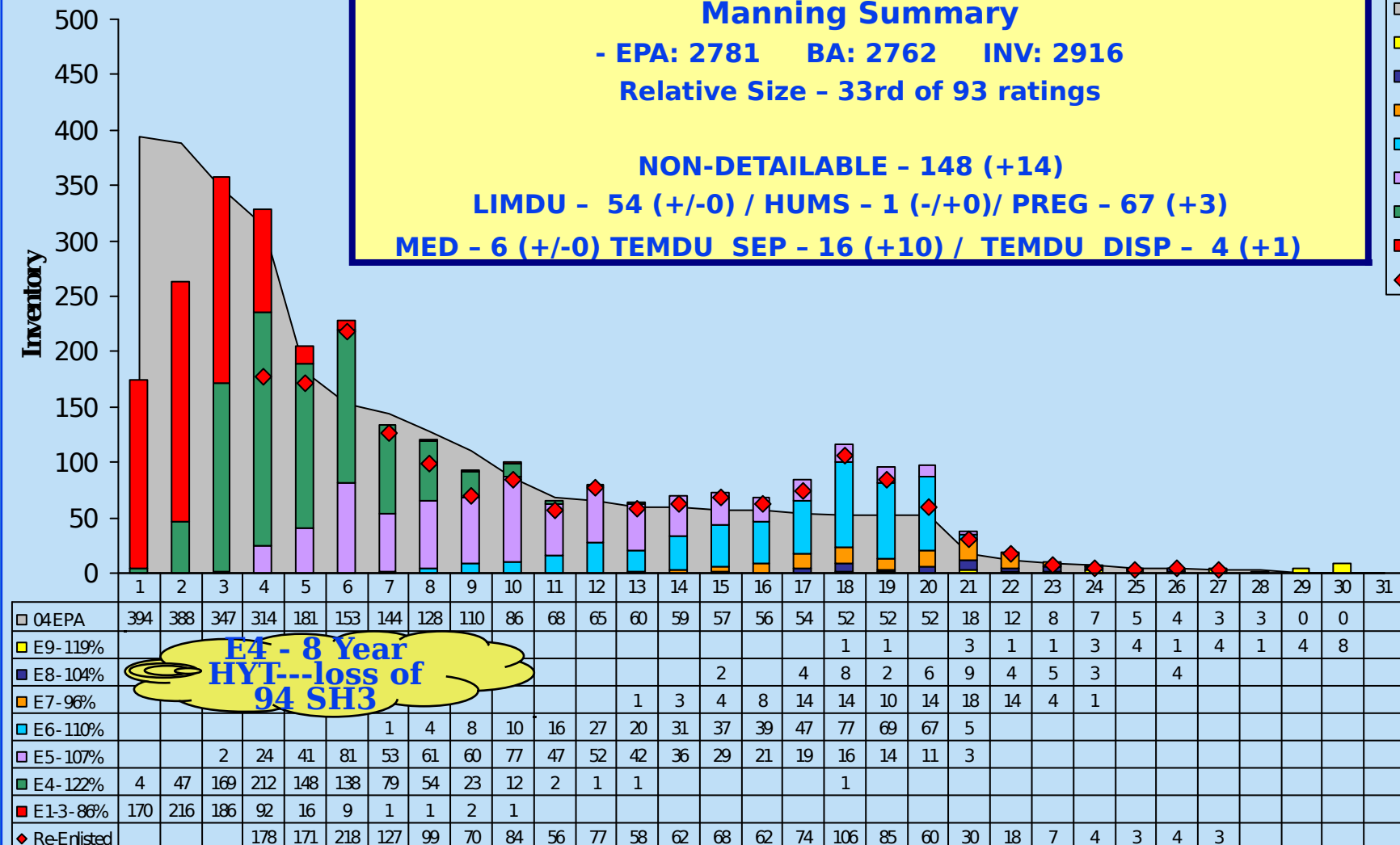
Relative Size - 33rd of 93 ratings

NON-DETAILABLE - 148 (+14)

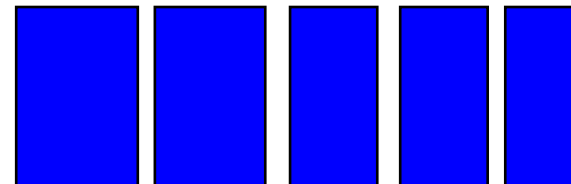
LIMDU - 54 (+/-0) / HUMS - 1 (-/+0) / PREG - 67 (+3)

MED - 6 (+/-0) TEMDU SEP - 16 (+10) / TEMDU DISP - 4 (+1)

- 04 EPA
- E9 - 119%
- E8 - 104%
- E7 - 96%
- E6 - 110%
- E5 - 107%
- E4 - 122%
- E1-3 - 86%
- Re-Enlisted



SH Rating Sea/Shore Population and Rotation



Sea & Shore
INV / Sea
& Shore BA
(Minus IA
Account)

Total Inventory -

2,916

Sea - 1,800

Shore - 937

Initial Students - 85

**Other Students /
TPPH - 94**

**Flow-
Points**

20.2 YOS

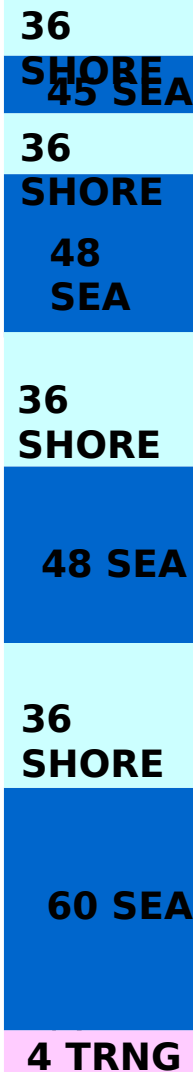
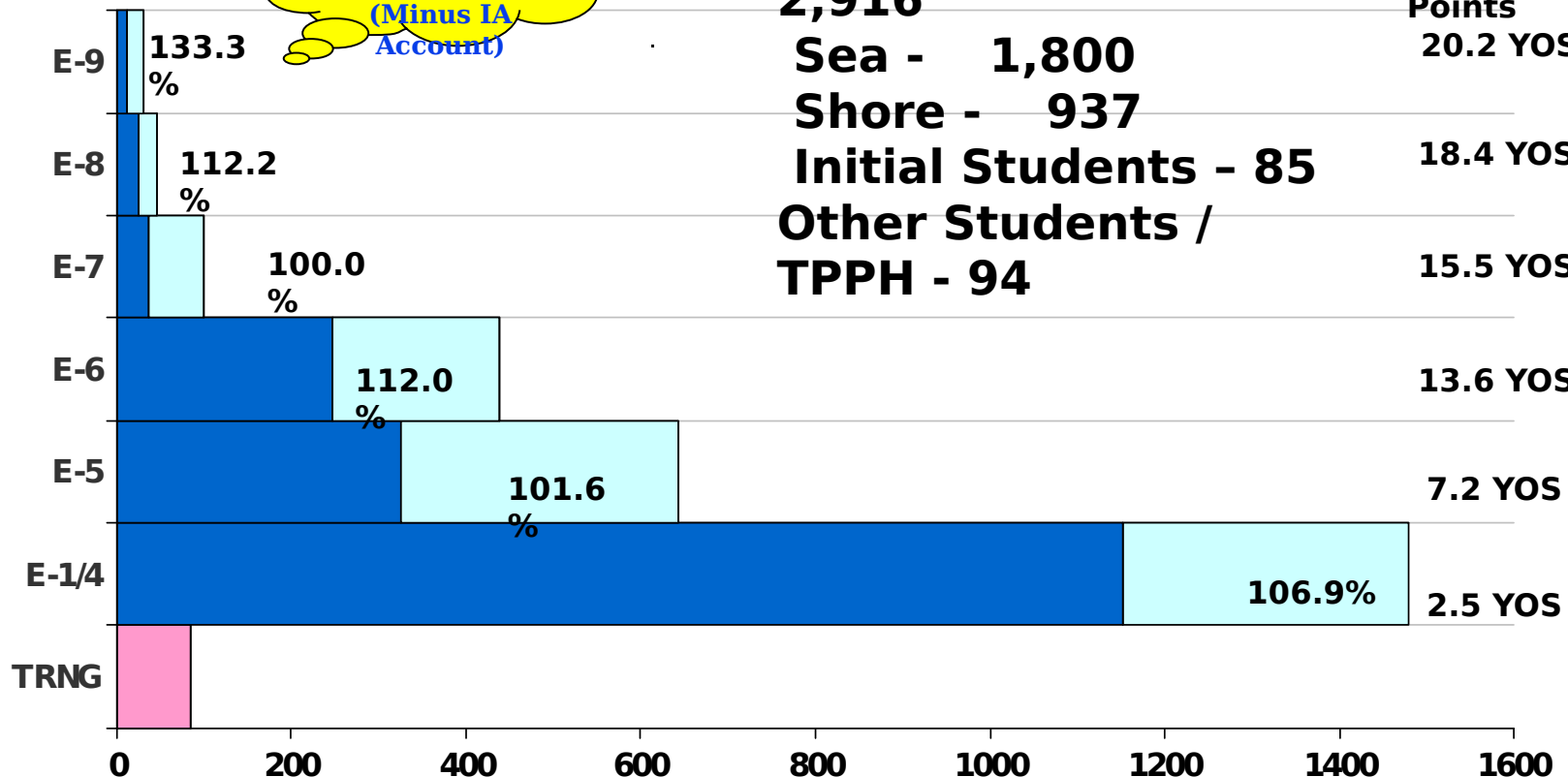
18.4 YOS

15.5 YOS

13.6 YOS

7.2 YOS

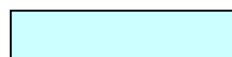
2.5 YOS



09/02/16

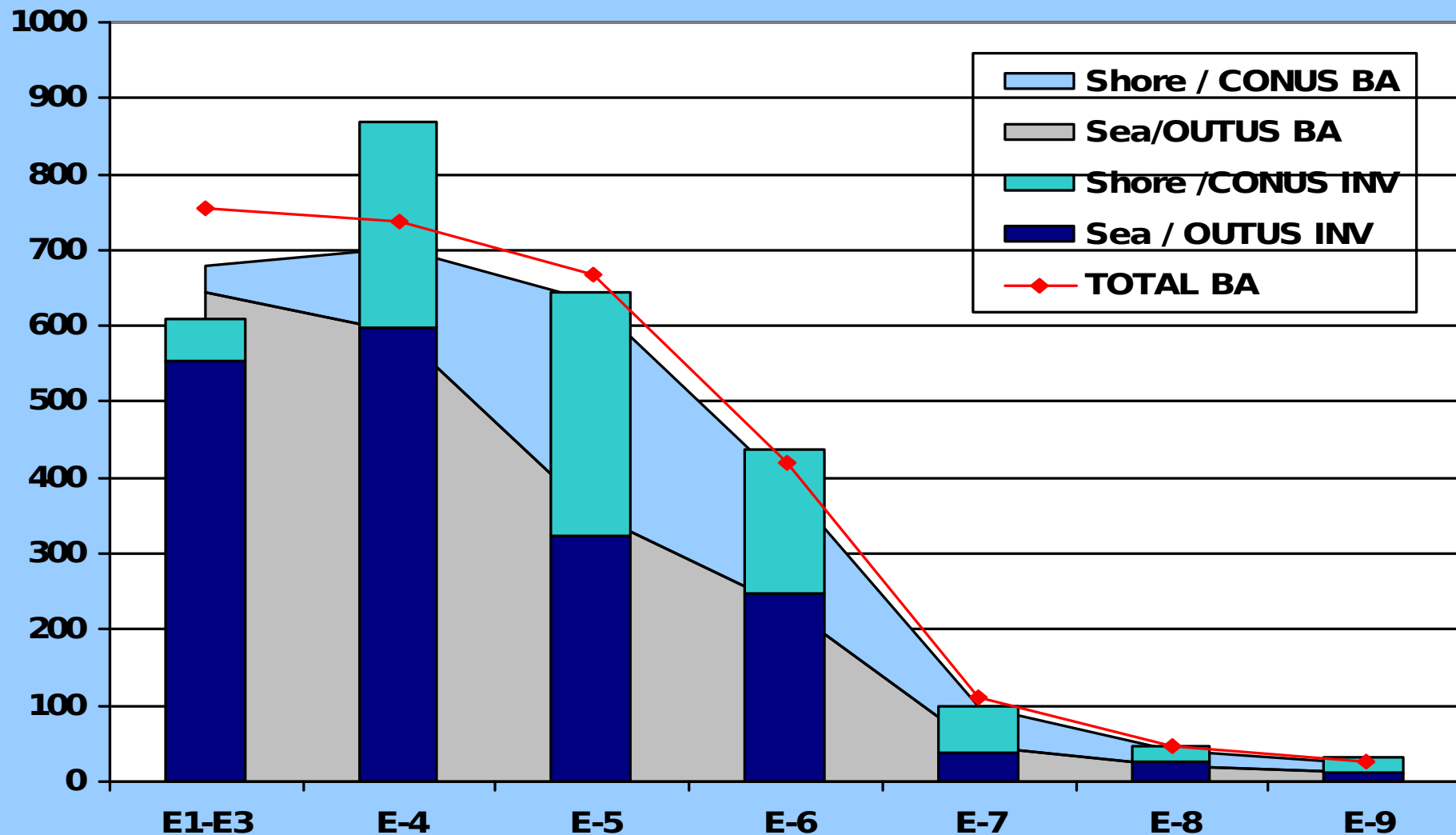
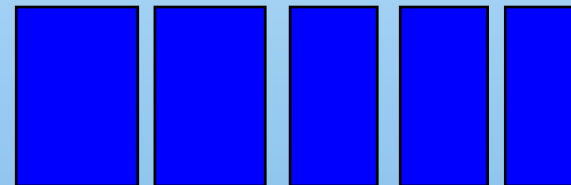


Sea



Shore

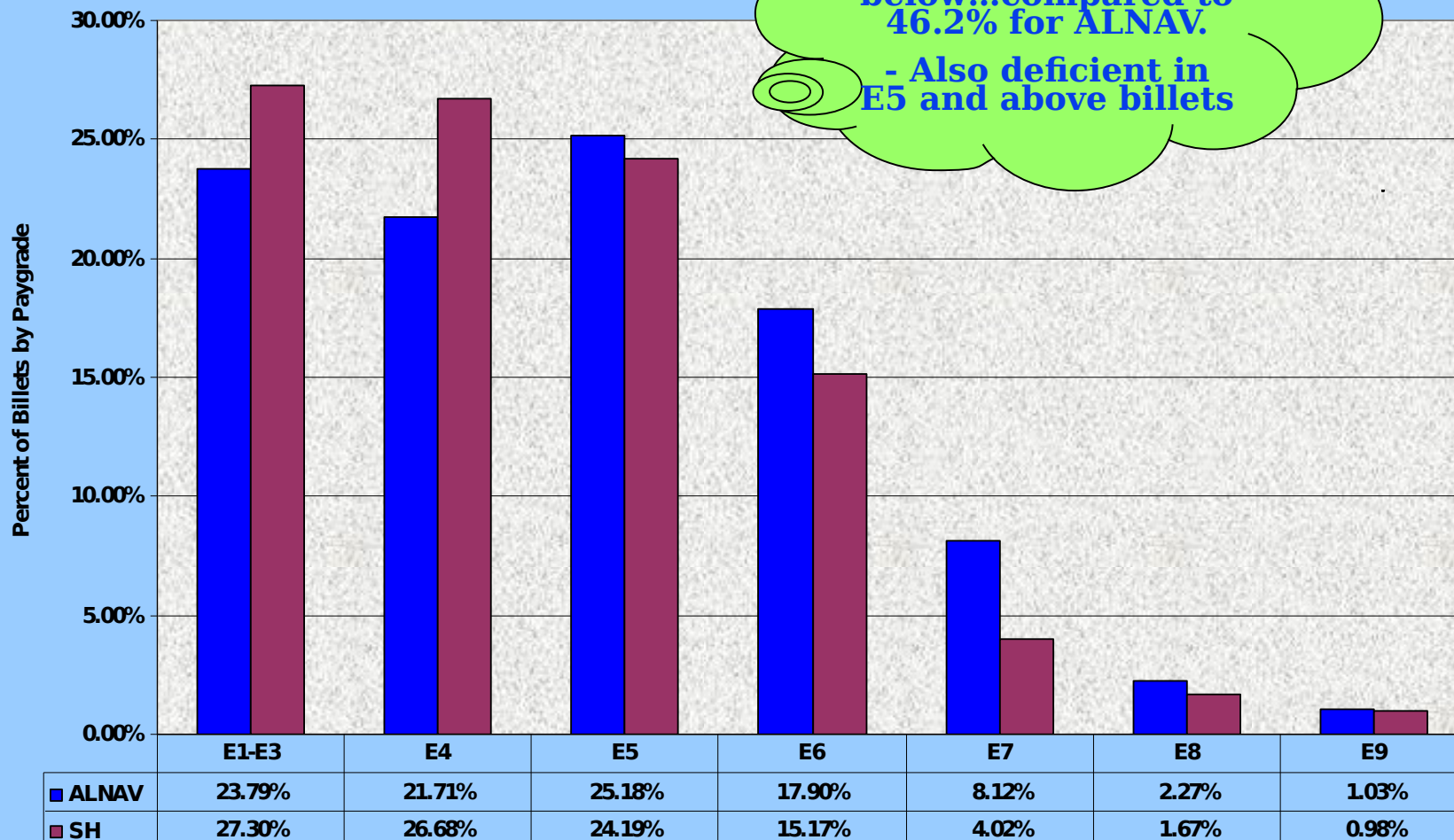
SH Rating Billet Analysis



SH Paygrade Distribution (Billet Pyramid/Diamond)

- 56.2% of the SH
rating is E4 and
below...compared to
46.2% for ALNAV.

- Also deficient in
E5 and above billets



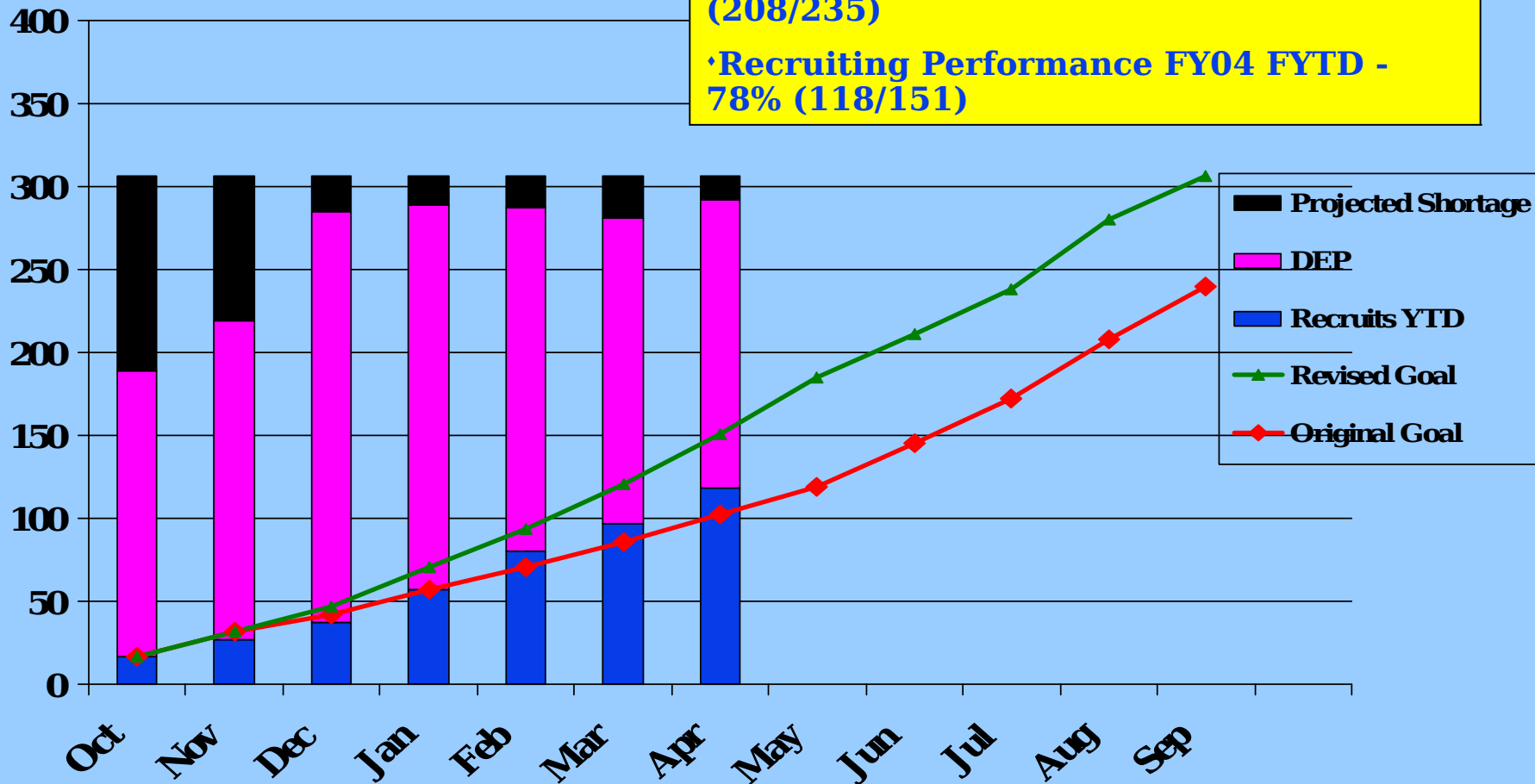
09/02/16

SH Recruiting

• Recruiting Performance FY02 - 103% (448/436)

• Recruiting Performance FY03 - 89% (208/235)

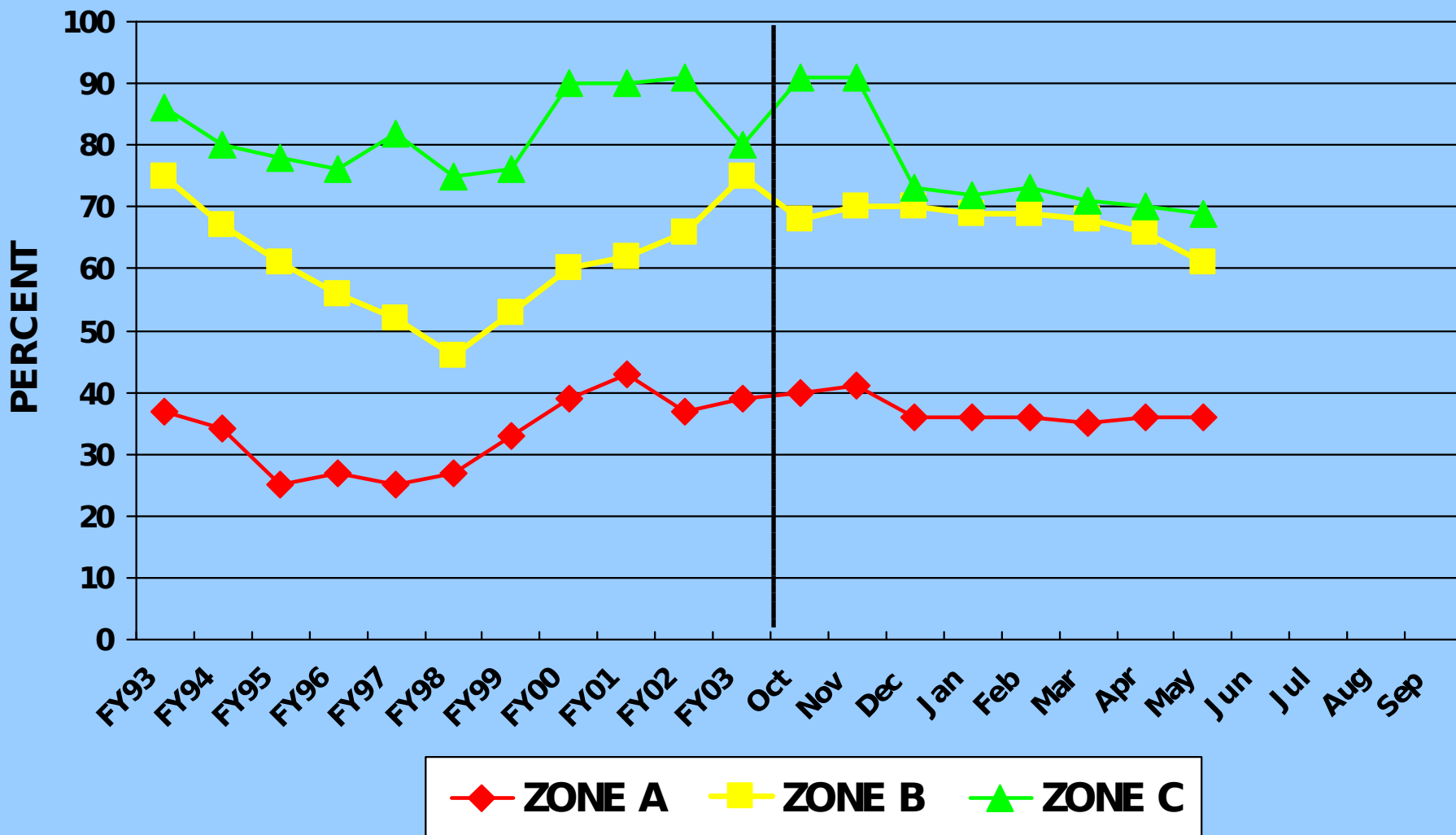
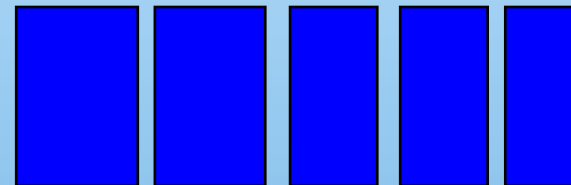
• Recruiting Performance FY04 FYTD - 78% (118/151)



09/02/16

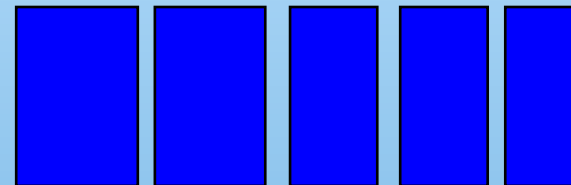
10

SH Rating Retention Rates

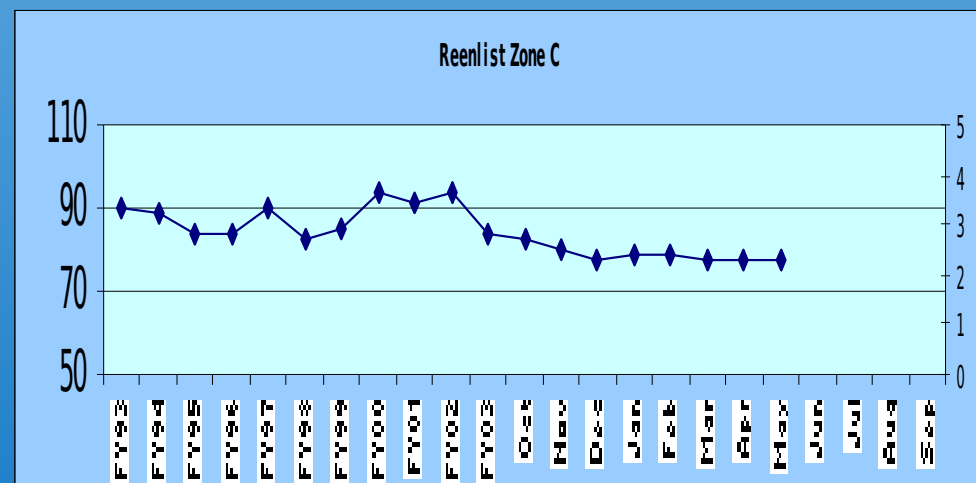
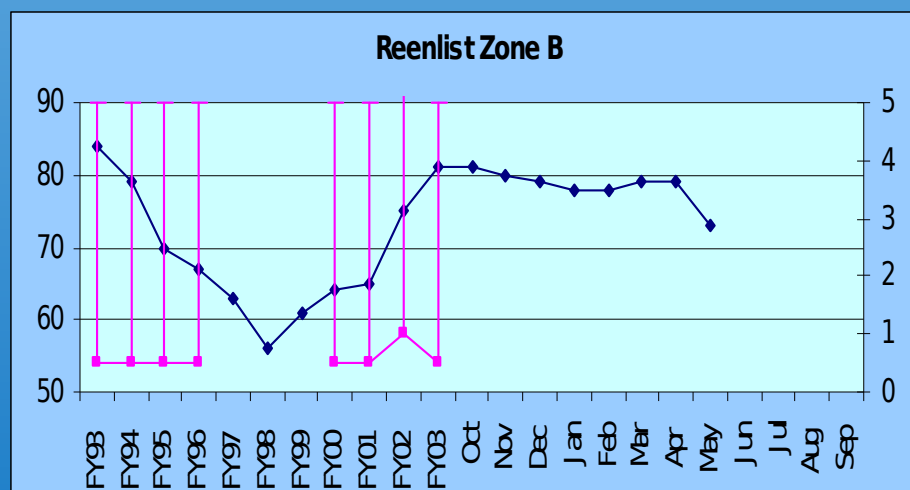
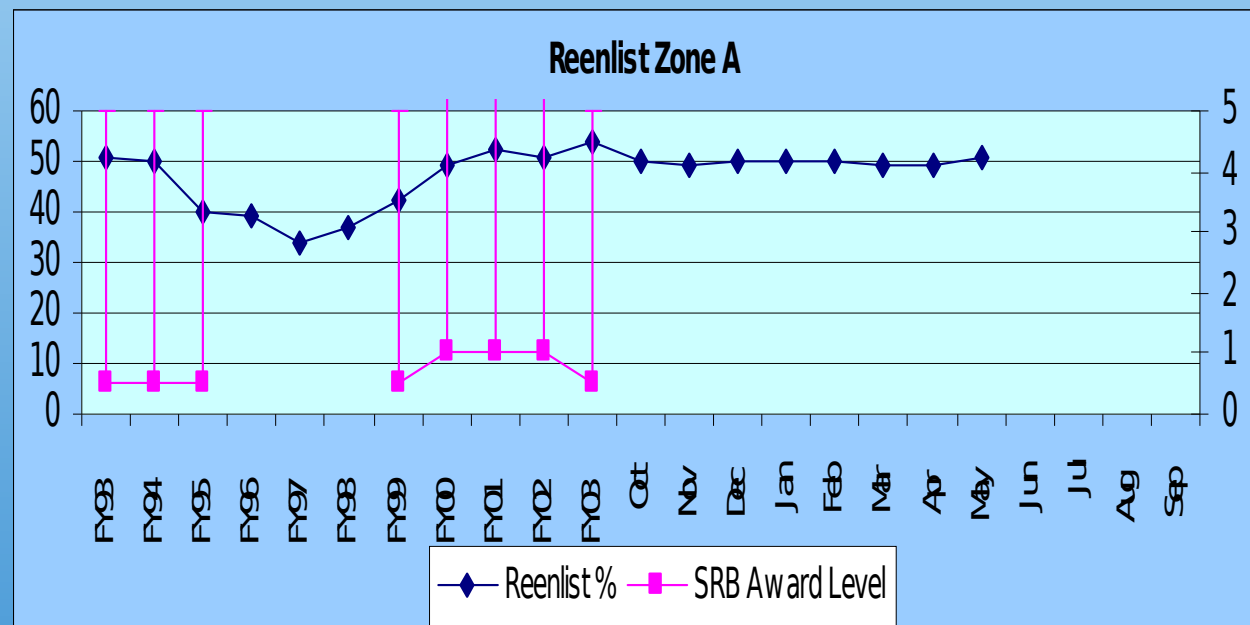


SH Rating

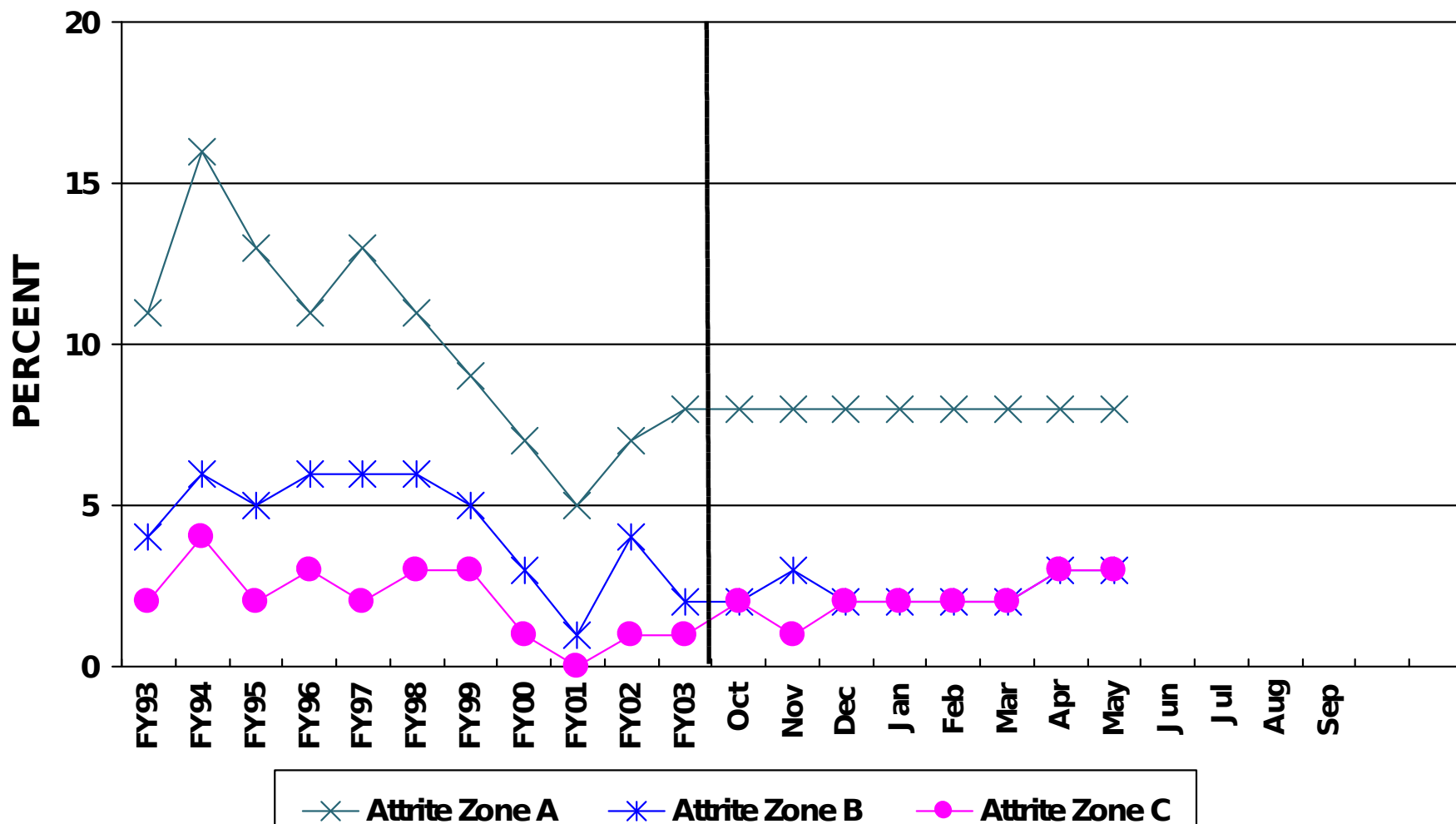
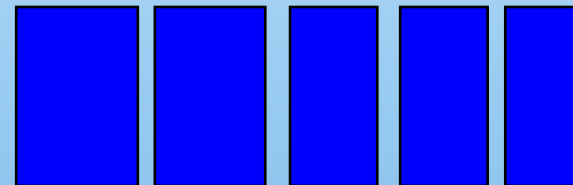
Reenlistments Compared With SRB Levels (History)



• SRB = Highest Level At Year Established

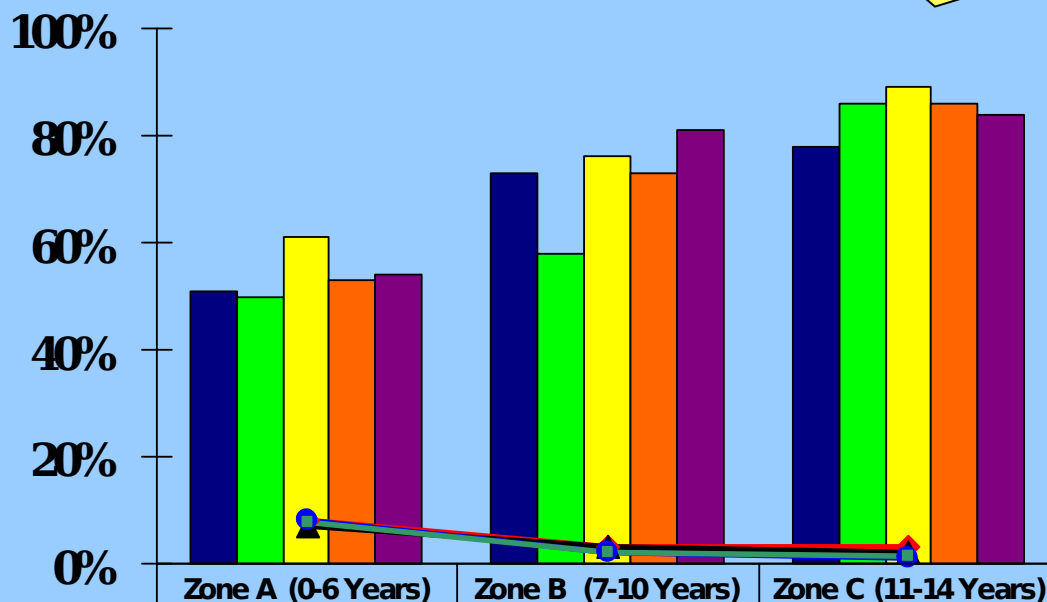


SH Rating Attrition (History)



SH Reenlistments and Attrition (01 May 03 to 31 May 03)

Period of Report...
01 May 03 to 31 May 03



FY 02 Attrition Facts (Zone A)

SH: 1) Drug Abuse - 2.40%
7.20% 2) Misconduct - 1.27 %
3) Personality Disorder /
Medical or Disability -
0.67% (each)

Supply: 1) Drug Abuse - 2.11%
6.56% 2) Misconduct - 1.26%
3) Medical / Disability -
0.43%

ALNAV: 1) Drug Abuse - 2.19%
9.0% 2) Fraud/Erroneous Entry
- 1.69%
3) Misconduct - 1.54%

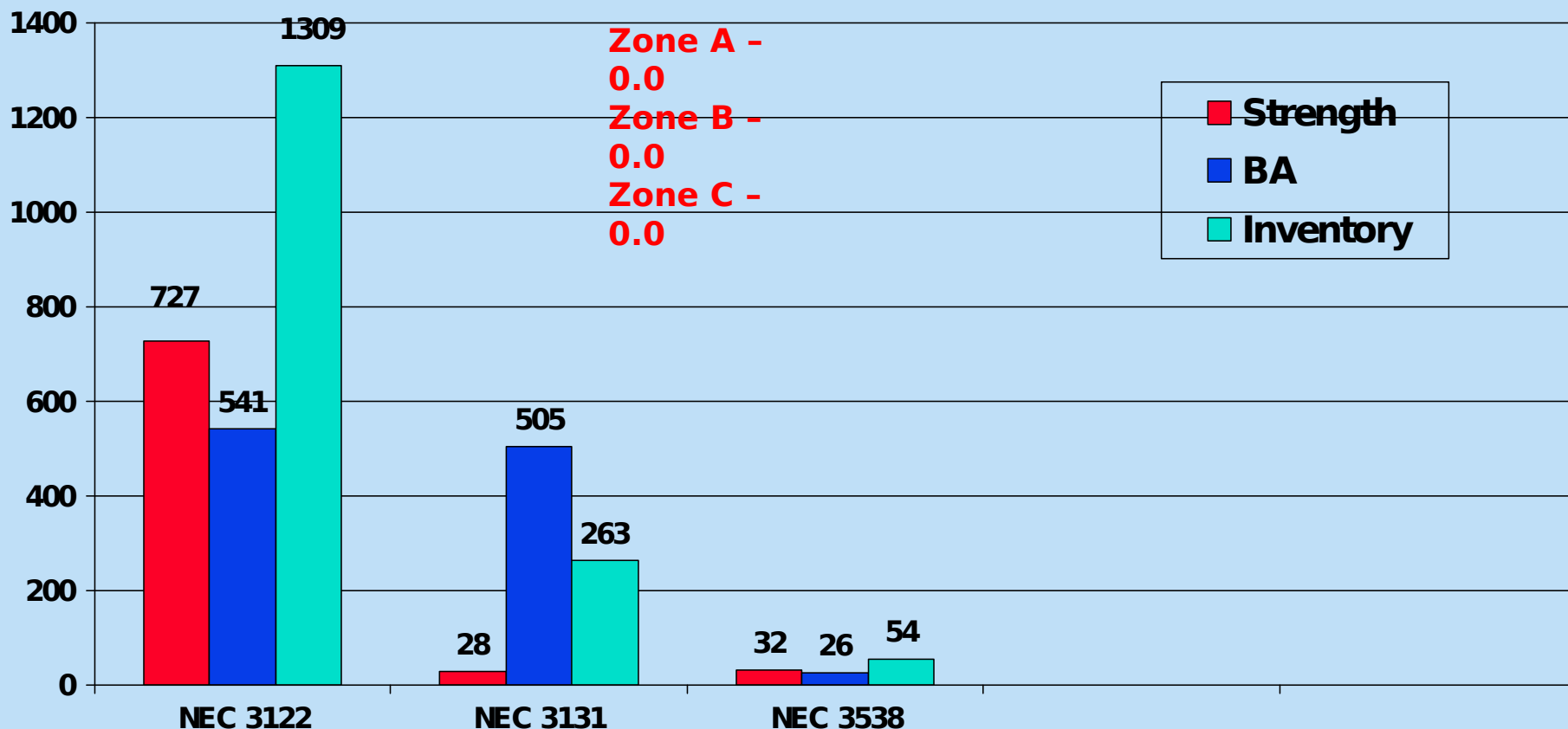
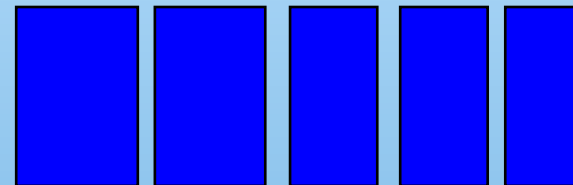
SH: 1) Drug Abuse - 2.32%
7.71% 2) Misconduct - 1.47%
3) Personality Disorder -
0.8%

Supply: 1) Drug Abuse - 2.04%
6.97% 2) Misconduct - 1.18%
3) Personality Disability
- 1.10%

ALNAV: 1) Drug Abuse - 1.7%
8.3% 2) Fraud/Erroneous
Entry - 1.5%
3) Misconduct - 1.3 %

126 sailors
lost

SH Rating NEC Manning and SRB Rates



3122 - Barber

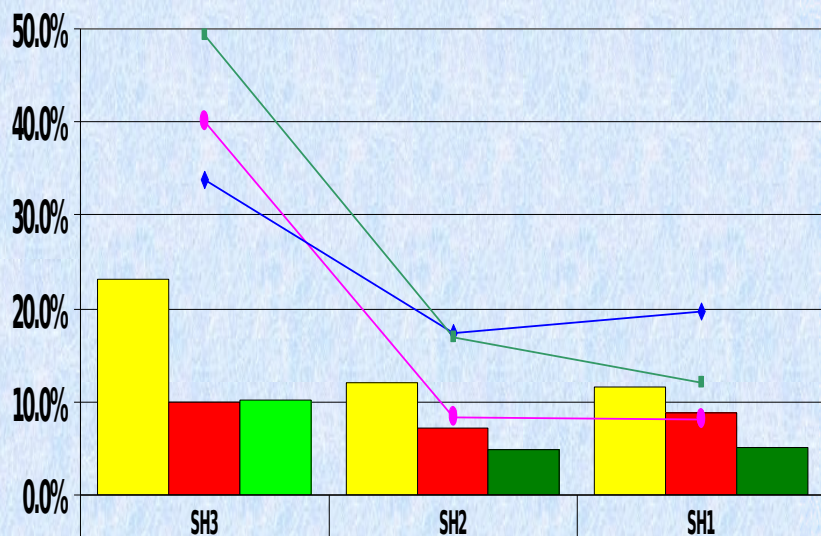
3131 - Automated Afloat Sales and Service Manager (ROM II)

3538 - Bachelor Quarters Management

SH Advancement

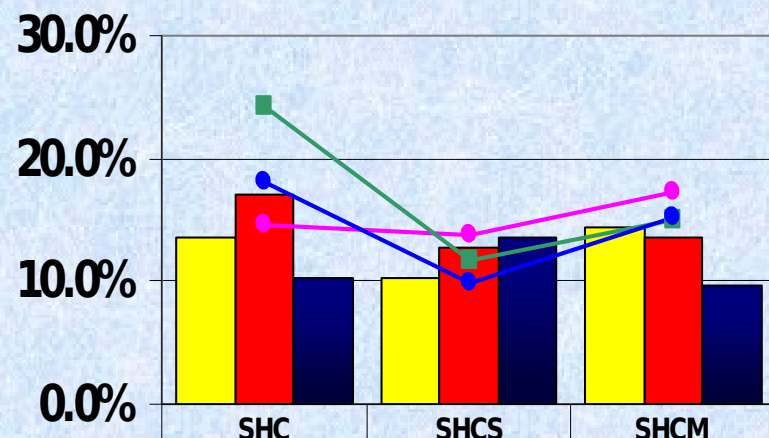
Flow Points (Years)	SH3	ALNAV	SH2	ALNAV	SH1	ALNAV	SHC	ALNAV	SHCS	ALNAV	SHCM	ALNAV
TIG	24	13	40	25	5.0	5.4	3.5	5.6	3.5	5.8	6.1	4.6
TAFMS	2.7	24	6.7	4.5	12.3	10.4	15.5	14.9	18.4	18.4	20.2	20.2

SH Advancement E4-E6



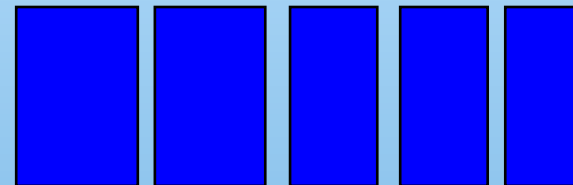
Sep 02	23.2%	12.0%	11.6%
Mar 03	10.0%	7.2%	8.9%
Sep 03	10.1%	4.9%	5.1%
14 Yr SH Avg	40.1%	8.3%	8.0%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

SH Advancement E7-E9

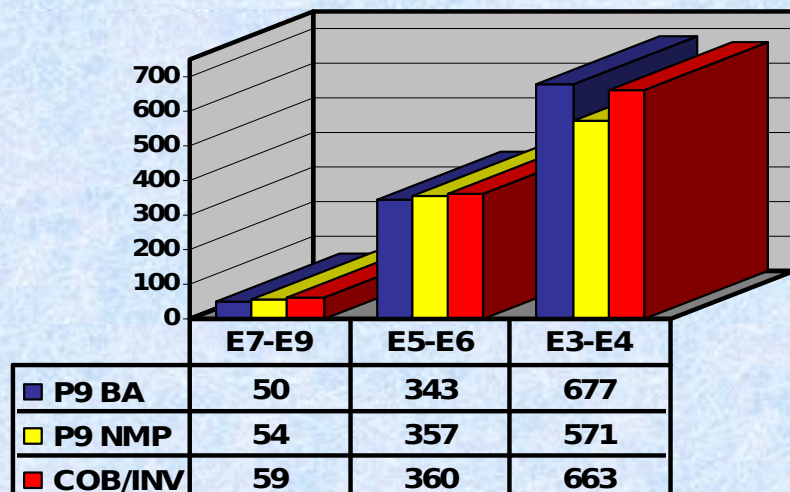


FY 02	13.5%	10.3%	14.3%
FY 03	17.0%	12.7%	13.6%
FY 04	10.3%	13.6%	9.7%
14 Yr SH Avg	14.6%	13.7%	17.2%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV Avg	18.2%	9.9%	15.3%

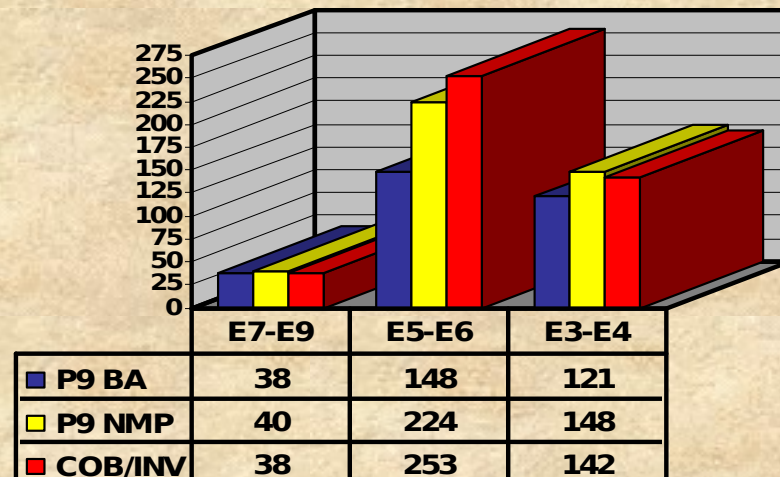
SH MCA Manning Profile



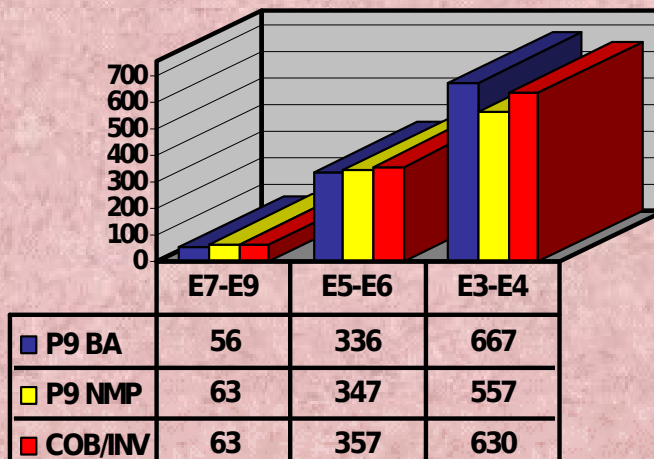
MCA - LANTFLT



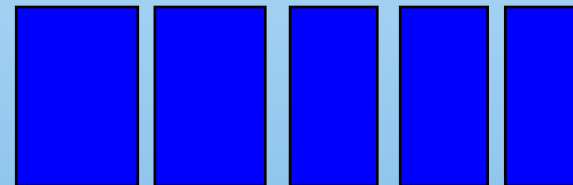
MCA - BUPERS



MCA - PACFLT



SH Billet Breakdown

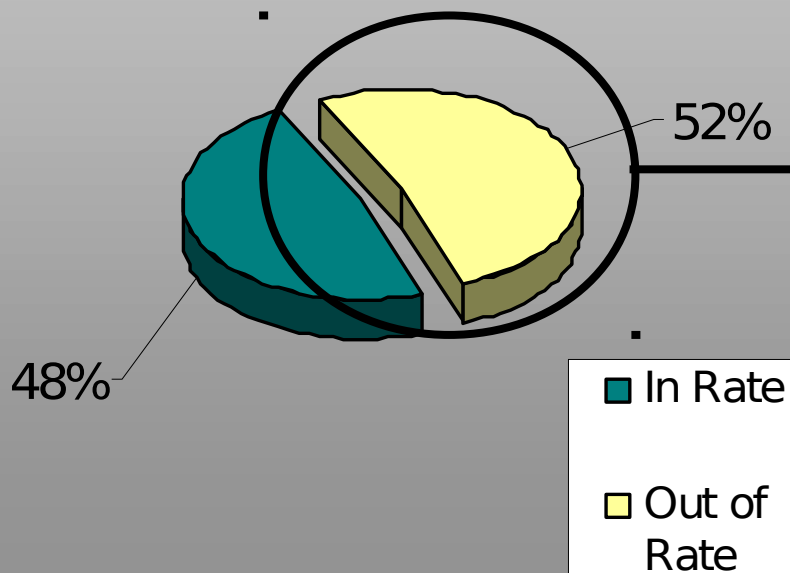


Current Picture

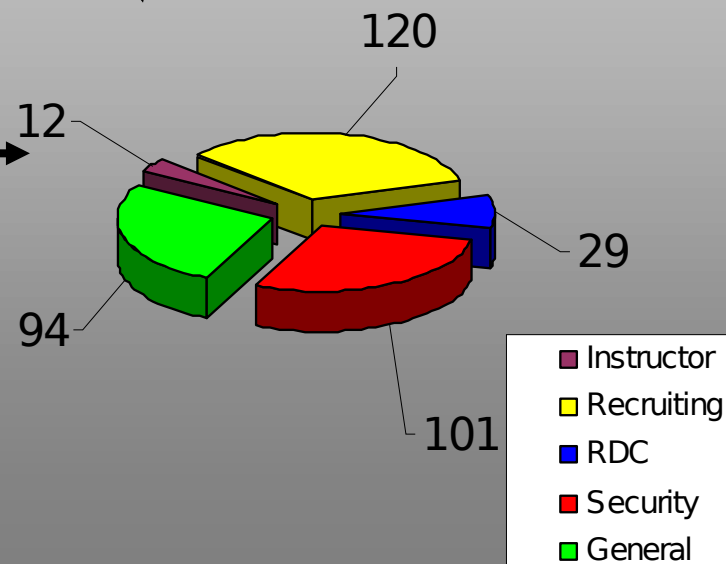
Actual Sailors Serving Out of Rate

Recruiting - 80 (+13)	Instructor - 11
Security - 99 (-15)	RDC - 14 (-3)
General - 17 (+6)	
Total: 221 (+5) people serving in 356 (+33) billets	

SH Shore Billets
In Rate vs Out of Rate



SH Shore Billets
Out of Rate



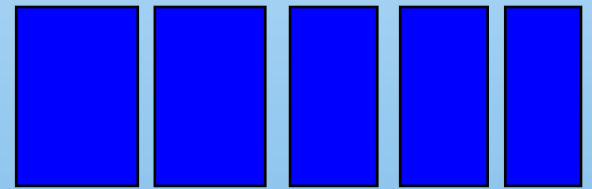
SH Schools List

"A" School

Course	ASVAB Rqmt	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
SH "A" School	AR+VE=96	A-823-0012	96%	98%	72%	4 Weeks	6477	NTTC Meridian, MS

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Automated Afloat Sales and Service Manager (ROM) (Course Replaced by ROM II)	3111	A-823-0015	--	--	--	33 Days	7359 743A 744P 761D	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL
Automated Afloat Sales and Service Manager (ROM II) Career Schools Listing	3131	A-823-0019	43%	165%	71%	19 Days	7359 743A 744P 761D	FTC Norfolk FTC San Diego TTF Bangor Mayport, FL
Bachelor Quarters Management (Career Schools Listing)	3538	A-800-0032	112%	73%	79%	26 Days	0382	NTTC Lackland
Barber	3122	A-840-0013	103%	114%	144%	26 Days	325S 574N 5389 538N 5369 6060	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL LTA Pearl Harbor, HI LTA Ingleside, TX
Ship Service Afloat Senior Refresher		A-823-0017	12%	6%	0%	12 Days	151N 2449	FTC Norfolk FTC San Diego
Bachelors Quarters Management Fundamentals		A-800-0021	136%	148%	136%	12 Days		FTC San Diego



- **Sea/Shore Billet Infrastructure**
 - ❖ **Career Enhancing Shore Billets**
 - ❖ **Move some CS BQ Billets to SH (Billet Roll-up in progress)**
 - ❖ **Produce a viable career**